

Familylinks Training Institute

JANUARY – JUNE 2018



Cost-effective training solutions for you.

QUICKGUIDE

COURSE #	TITLE	DAY	DATE	TIME
1.	Chemical Dependency & the Family	T	1/30	9:30 – 4:30
2.	Ethics	F	2/23	9:30 – 4:30
3.	Engaging Fathers – The Importance of Dads and Why We Need Them	W	2/28	9:30 – 4:30
4.	Vicarious Trauma and Self-Care	TH	3/8	1:30 – 4:30
5.	The Psychobiology of Trauma	W	3/14	9:30 – 12:30
6.	Leadership Series: Managing Conflict in the Workplace	F	3/16	9:30 – 4:30
7.	American Heart Association CPR	T	3/20	9:30 – 2:00
8.	Marijuana, Cannabis, THC: What It Is, Where It's Been, Where It's Going?	TH	3/29	9:30 – 4:30
9.	The Effects of Trauma on the African American and the Community – Part 2	W	4/25	9:30 – 4:30
10.	Group Facilitation Skills	M	4/30	9:30 – 4:30
11.	Traumatic Reenactment and the Parallel Process	TH	5/3	9:30 – 12:30
12.	Essential Principles of Trauma Informed Care	T	5/8	9:30 – 4:30
13.	Understanding the PA Child Protective Service Law	W	5/16	9:30 – 12:30
14.	Trauma in Families	T	5/22	9:30 – 4:30
15.	Motivational Interviewing	TH	5/24	9:30 – 4:30
16.	Leadership & Personality	T	6/26	9:30 – 4:30
17.	Trauma Sensitive Schools	TH	6/28	9:30 – 12:30

**All trainings will be held at Familylinks Highland:
401 North Highland Avenue, Pittsburgh, PA 15206**

We recommend using public parking. If you enter 6036 Harvard Street into your GPS, you will be directed to the closest parking lot to our facility.

**Important new online access information for the
Familylinks Learning Center on pages 8 & 9.**

1. Chemical Dependency & the Family

January 30

9:30 – 4:30

Amato

Help free families from the vicious cycle of addiction, enabling behaviors and sadness. Learn to help these particular clients overcome the obstacles of co-dependence and become more responsible for their own needs and less enabling of the addict. This session focuses on empowering individual members of a family in this situation in order to help them to break free of the cycle.

2. Ethics

February 23

9:30 – 4:30

Devlin

During this ethics workshop, discover and address the need for increased sensitivity regarding professional boundaries when working with the mental health and drug and alcohol populations. Ethical dilemmas are commonplace and workers need to practice with confidence and competence when addressing and managing these dilemmas. Issues of power and authority are especially relevant when working with these populations. Learn about the importance of understanding and abiding by one's agency mission and purpose. This workshop will also demonstrate how to make informed decisions when faced with professional boundary dilemmas. Learn and utilize the five principles of ethical power.

3. Engaging Fathers – The Importance of Dads and Why We Need Them

February 28

9:30 – 4:30

Fleming

More than 20 million children live in a home without the physical presence of a father. If it were classified as a health crisis, fatherlessness would be an epidemic worthy of attention as a national emergency. This training will focus on a service system that will provide a framework for addressing this very real crisis that is impacting our children, families and communities. Participants will gain an understanding of the direct effects that the following systems are having on our families and fathers: 1) Mental Health since men typically do not seek treatment. 2) Legal System and biases that men can experience i.e. race, gender. 3) Workforce Development especially men with criminal backgrounds. 4) Housing barriers. 5) Child Welfare Systems are a big concern. Challenges and barriers faced by fathers, and the process of engagement that will help to address these issues will also be examined. A framework, which includes principles of father engagement that have shown positive outcomes, will be presented.

4. Vicarious Trauma and Self-Care

March 8

1:30 – 4:30

DeYoung

Discover the symptoms of vicarious trauma, what causes it, and who is most susceptible to experiencing it. Working with people who have experienced trauma can be a fulfilling career, but it can also take a heavy toll on our own hearts and minds. The second portion of the training will cover self-care topics, or how to mitigate the effects of vicarious trauma.

5. The Psychobiology of Trauma

March 14

9:30 – 12:30

DeYoung

Discover the ways that exposure to violence damages the mind as well as the body. In order to be successful when working with traumatized clients, you need a working knowledge of the psychobiology of trauma, and what it does to individuals. This is especially true of chronic trauma, trauma that occurs during early human development, and is a result of interpersonal violence. This training will examine the biological function of trauma, and how these factors influence the way our clients interpret life around them. Included in the discussion are ways in which we can help our clients to mitigate the effects of trauma.

6. Leadership Series: Managing Conflict in the Workplace

March 16

9:30 – 4:30

Amato

Examine common causes of workplace conflict and hone your ability to identify a variety of approaches to conflict resolution, creating a space where it is viewed as an opportunity for growth and change in a work environment. Strengthen your ability to solve problems or manage change, as this plays an important role in success. When conflict is unresolved, it takes on a life of its own and eventually produces damage that could have been prevented. In order to create a workplace where employees and business will thrive, a leader must develop effective conflict management skills.

7. American Heart Association CPR

March 20

9:30 – 2:00

DeYoung

Successful completion of this course will result in certification in the following areas: Adult, Child, and Infant First Aid and CPR, as well as AED. Certification is American Heart Association. **NOTE: Fee for this course is \$55.**

8. Marijuana, Cannabis, THC: What It Is, Where It's Been, Where It's Going?

March 29

9:30 – 4:30

Palladini

Through a historical timeline, the cannabis plant will be reviewed for its industrial, medicinal, and recreational properties. The pharmacology of THC and CBD will be reviewed and the neurochemical, physiological, and behavioral effects will be discussed. The impact of cannabis use in the treatment field will be studied through statistical and observed data, and the current legal and economic status of the drug will be reviewed to assess the current and future impact on treatment needs.

9. The Effects of Trauma on the African American and the Community – Part 2

April 25

9:30 – 4:30

Fleming

This training will continue helping to develop an understanding the effects that trauma has on African Americans and the long-term effects that result from exposure and perception of racism and discrimination on the African community. In an attempt to capture how racism and discrimination negatively impacts the physical and mental

health of people of color, we will explore the term “racial trauma” or race-based traumatic stress. In addition, will we explore the acute and chronic effects of serving in environments that effect us as behavior health providers. Participants will learn the importance of developing a wellness plan.

10. Group Facilitation Skills

April 30

9:30 – 4:30

Amato

The ability to facilitate various types of groups with clients is a necessity when working in the human service field. It is one of those tasks that few people are trained on how to do. This workshop provides a basic introduction to the dynamics and techniques that are essential to effective group functioning. You will have the opportunity to learn and practice new techniques for group facilitation.

11. Traumatic Reenactment and the Parallel Process

May 3

9:30 – 12:30

DeYoung

Learn to identify the roles we play in our clients’ trauma reenactment, and how to avoid the reenactment triangle. When people are exposed to chronic trauma, the brain physically changes the way it processes information. Traumatic events are reenacted in many situations. We will also look at how individuals and agencies engage in parallel process, as well as how to use this process for positive growth.

12. Essential Principles of Trauma Informed Care

May 8

9:30 – 4:30

DeYoung

This training will cover a basic overview of trauma informed care. Topics covered will include origins of trauma, how trauma affects the brain, vicarious trauma, and self-care. Included in the topics will be strategies on how to help your clients, and tools to help yourself, as you provide service to clients who have experienced trauma.

13. Understanding the PA Child Protective Service Law

May 16

9:30 – 12:30

DeYoung

Discover and learn about the current facts and recent changes surrounding the Child Protective Services Law. Learn about the forms of abuse/neglect that are considered under this law, in addition to Mandated Reporting guidelines, Perpetrator by Omission guidelines, and how to respond appropriately when abuse/neglect is disclosed. Note: This training has been approved by The Pennsylvania Department of Human Services, Office of Children, Youth and Families.

14. Trauma in Families

May 22

9:30 – 4:30

DeYoung

Traumas are frightening, often life-threatening, or violent events that can happen to anyone. Trauma can affect one member of a family, several members, or the whole family. Trauma can cause stress responses that can negatively impact family func-

tioning. Families who experience multiple, or chronic traumas usually have fewer resources needed for recovery. This training will provide a brief overview of trauma, and also discuss factors such as age of children, culture, and ethnicity that may impact recovery and resilience. Further, ways to help families decrease the likelihood of further trauma, ways to support each other, and increase effective communication will also be explored. Signs/symptoms of trauma/PTSD and what caregivers can do when they see these signs will be discussed.

15. Motivational Interviewing

May 24

9:30 – 4:30

Amato

Hone your ability to influence clients to improve their own lives by allowing them to discover the strength they have within, using it as a core tool for motivation leading to success. Learn more about Motivational Enhancement Therapy, a systematic intervention approach that allows people to discover that personal, inner strength, which in turn builds personal motivation. Based on principles of motivational psychology, it is designed to produce rapid, personally-motivated change. Instead of guiding or training a client through recovery in a step by step process, MI works to awaken the client's own strengths and resources to create positive change in their life.

16. Leadership & Personality

June 26

9:30 – 4:30

Amato

Gain a better understanding of how your own personality influences your style of leadership and discover how to better assess the personality tendencies of others in order to improve communication. Using the DiSC® Personality Profile, participants will gain insight on developing their management style, improving communication and increasing employee engagement. The DiSC model provides a common language that people can use to better understand themselves in order to adapt their behaviors with different people. This can occur within a work team, a leadership position, or other relationships. Note: there is an additional \$50 charge for online access to take the DiSC Profile.

17. Trauma Sensitive Schools

June 28

9:30 – 12:30

DeYoung

By conservative estimates, 40% of American children will experience at least one potentially traumatizing event by the age of 18. How many children in your school? This training will cover some basic trauma information to get you up-to-speed. We will then discuss how to handle these situations during a classroom setting. You will gain knowledge on why students behave the way they do, and how to respond in a manner that both helps the student, as well as providing continuity to the school day for other students.

ASSOCIATE TRAINERS

Stephen M. Devlin, LCSW, LPC, CCDP, CAADC, CCS has over 30 years of experience in the human service and correction's field with proven capabilities in organizational operations, including day-to-day leadership and planning. Steve is affiliated with the American Correctional Association and the International Community Corrections Association and has served on several Boards throughout Pennsylvania. He also provides professional trainings on working with persons involved in the criminal justice system.

George J. Fleming is a native of Pittsburgh, Pennsylvania. He is a graduate of Clarion University and has worked in the Human Services field for the past 30 years. His background includes several decades of administration and management of various alcohol, tobacco and other drug treatment programs, residential group homes, mental health services, reunification services, homeless shelters, and prevention services. Mr. Fleming is the Founder and Executive Director of C & G Consulting and Training.

Michael Palladini has over 20 years of work experience in hospital, retail and long term care pharmacy. He has helped to develop and instruct in pharmacy technician programs, has been involved in action committees to address prescription drug abuse, and has been a certified trainer for PA Certification Board and the PA Department of Drug and Alcohol Programs for many years. He is the founder of Three Suns Publishing, a sole proprietorship developed to educate and inform interested parties in the areas of drug addiction. He recently published "Drugs of Abuse: From Doctors to Dealers, Users and Healers." His website and blog can be viewed at [www. drugsofabuse.net](http://www.drugsofabuse.net).

TRAINING & CONSULTATION STAFF

John Amato, MEd, Director has over 30 years of clinical, managerial and training experience in social services. He is a certified trainer for the Pennsylvania Child Welfare Resource Center. Since 1994, John has delivered hundreds of workshops and has provided consultation and training in the areas of leadership, and team development. He has also provided trainings on chemical dependency and recovery and at-risk youth related issues. John earned his Master's degree from the University of Pittsburgh in 1980. In February, 2014, John became a Certified Situational Leadership Experience trainer. In October of 2015, he became a Predictive Index Analyst.

Deborah Murphy, BA, Training Coordinator has over 20 years of experience in social service administration, Deborah Murphy manages the operations and logistics of the department. She is your first point-of-contact concerning training products and services.

Tricia DeYoung has over 18 years of clinical, training, and leadership experience, working in Pennsylvania, Florida, and Texas. She is a Professional Level TCI Instructor as well as an American Heart Association Instructor Trainer for CPR/BLS. She has extensive training in the Boys Town Family Teaching Model, trauma informed care, as well as crisis intervention.

ONSITE LEADERSHIP TRAINING

Familylinks Excellence in Leadership

Effective leaders recognize that continuing to hone and enhance their skills is integral to their continued success. They are aware that true leadership is about inspiring others, leading by example, holding themselves, as well as employees, accountable and having a commitment to developing the 'best' in their employees.

Familylinks Excellence in Leadership series is designed to help your directors and managers achieve greater success and develop higher functioning teams. The series includes sessions on a broad array of topics, including emotional intelligence, positive discipline, effective performance evaluations, conflict resolution, understanding work styles and smart goals. In each session, participants not only have the opportunity to broaden their knowledge, but also discuss the practical applications of the information. Participants will receive printed reference materials as well as a comprehensive list of additional helpful resources.

Familylinks Excellence in Leadership is customizable to the unique needs of your organization—including your organization's policies, procedures, mission and values.

Familylinks Aspiring Leaders

Succession planning is critical to the continued success of any organization. Developing staff to become leaders assures that your agency's mission and values will be honored in the future. To help you develop your next generation of leaders, Familylinks has created the **Familylinks Aspiring Leaders** series. Covering some of the same topics listed in the **Excellence in Leadership** series, **Aspiring Leaders** is designed to help potential leaders develop the competencies and confidence needed to take the next step.

Trainings Available at Your Organization

Through training and consultation, we assist professionals and community service agencies in developing and maintaining program effectiveness and service excellence. Our professional staff provides program consultation to assess organizational and staff training needs. We design and deliver training and awareness programs with content that addresses the identified program and personnel needs. All of the trainings listed in this brochure can be offered at your organization, as well as other topics related to:

- Children & Youth
- Mental Health
- Professional Development
- Chemical Dependency & Recovery
- Management & Supervision
- Abuse and Trauma

These "on-site" trainings can be customized to the specific competency needs of your staff. *Fees apply for consultation, development, and training.*

More Information

For additional information regarding course content, pricing, or scheduling either **Familylinks Excellence in Leadership** or **Familylinks Aspiring Leaders** training, please contact John Amato at jamato@familylinks.org.

FAMILYLINKS LEARNING CENTER

Introduction

Welcome! Your Familylinks Learning Management System (LMS) is your training portal that will allow you access to your online and classroom learning activities. You will be able to:

- Browse course (training) catalogs and enroll in trainings
- Access and review the trainings you are enrolled in
- View your calendar for reminders of your scheduled trainings
- View and print training certificates
- View your transcript of completed trainings

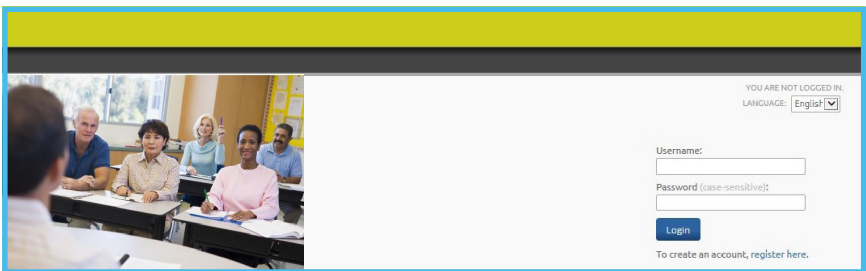
Let's Get Started!

Access: <https://training.familylinks.org>

The first screen you will see is the Home Screen. Please log in, then click Login. If you have already created a username and password (from the previous LMS), log in with your information. If not, create a username and password – click the Register here to display the registration form.

NOTE: The password field is case sensitive.

The **Top Menu**, located just underneath the masthead graphic, provides buttons for accessing the **Home Page**, **Course Catalog** and **My Account** screen. The Home Page is the starting point for logging into the Familylinks LMS. The Course Catalog lists your available trainings. The My Account screen contains your personal account information, learning activities, transcript, and certificates.



FAMILYLINKS LEARNING CENTER

Course Catalog

To the left of the screen, the **Course Catalog** displays two tabs: **Catalogs** and **Courses**. Access **Catalog: External Registrants** under the Catalogs tab. Click on this tab for a listing of trainings.

NOTE: Look at the calendar to the right of the screen for a quick glimpse of scheduled trainings and descriptions. Point to a “classroom desk” icon for a training description; or click on the desk icon for more detailed information.

Enrolling in a Course

To enroll in a training, first find the course in the catalog. Under **Catalog: External Registrants** - produce the listing of trainings. Locate the training and click on either the book to the far left or the training code. Click **View Schedule** to see available dates, times, and fees for any training. Click **Enroll** select the desired date, then click **Continue**. The confirmation page will appear. You will then see your shopping cart; follow the onscreen instructions to check out..

My Account

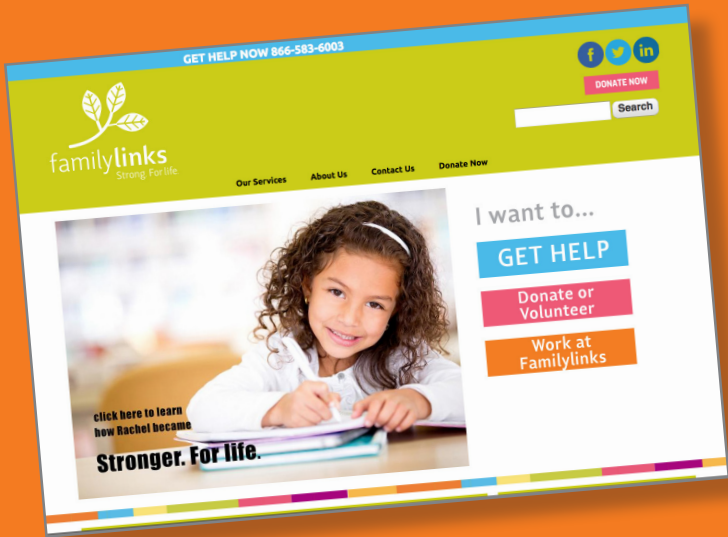
This link displays your personal account information, including: profile, transcript, enrolled courses, calendar and certificates. **NOTE:** The shopping cart icon does not apply to Familylinks’ staff. To cancel training, find the course under **Learning Activities**. Click on the **Go** icon, then click the red **X** (Drop Session).

To view certificates, access **My Account** and to the left of the screen, see **My Certificates**. Select and click to print certificates.

To view the training transcript, access **My Account** and to the right of the screen, see **File Folder** icon. Select and click to print the training transcript.

QUESTIONS?

Contact: Deborah L. Murphy, Training Coordinator
dmurphy@familylinks.org / 412-924-0115



visit us online: familylinks.org



Connect with us on LinkedIn:
John Amato
Tricia DeYoung

